



# VGEA Fall 2018 Update

## September 8, 2018



### WORKFORCE

- As of 6/30/2018: 102,942 salaried employees, slightly less FY17
- Turnover leveled out – 14%
- Majority of voluntary turnover – 5 years or less of service
- Service retirements continue to be an area of focus – ~3% FY18



### COMPENSATION

- FY19 proposed actions:
  - January 10 - DOC & DJJ Correctional Officers, VA Marine Police, select high turnover roles at DBHDS facilities
  - June 10 – 2% increase and additional 2% merit for employees with 3 or more years of continuous service (merit % can vary)
- New incentive– sign on and retention bonus for student loan debt



### BENEFITS

- New Parental Leave – 8 weeks to care and bond with newborn or adopted child
- Advisory committee established on Quality Child Care – Capitol Square
- State Health Plans are out for bid – new plan on July 1, 2019



### CULTURE AND ENGAGEMENT

- Focus is on employees – health and wellness, OnTheSquareVA
- Process improvements – “mini” employment application; service recognition at 1 and 3 years, along with refreshed award options
- Surveys – Exits, Recognition, Conflict Management, CommonHealth
- Workforce Development – training and Succession Planning



### STAY INFORMED



- Visit the DHRM Website: [www.dhrm.virginia.gov](http://www.dhrm.virginia.gov)
- Follow us on Twitter: <https://twitter.com/VirginiaDHRM>
- Search for Facebook pages: CommonHealth, CVC, Employee Events

## More About Health Benefits

### Employees and non-Medicare Retiree Group Participants

- New incentive program coming!
  - VITALS SmartShopper starting October 1, 2018
  - Participants in the COVA Care and COVA HDHP Plans will be able to “shop” for certain services (like imaging, other diagnostics, or certain surgeries) and earn a cash incentive if a lower-priced facility is selected
  - Employees and non-Medicare Retiree Group participants will be provided with additional information soon
    - Access to program available via the VITALS web site or by phone with help of the Personal Assistant Team
    - 100+ services provide a shopping opportunity

### Medicare-Primary Participants

- Update of last year’s report
  - 38,845 total participants, a 2.1% increase from CY16 to CY2017
  - 2.2% increased enrollment in the Advantage 65 Plans (covering 86% of the total population)
  - 10% increased enrollment in the Medical-Only Plans (no drug coverage), but 90% of Medicare-primary plan enrollees still choose to get their Medicare Part D (outpatient prescription drugs) coverage through the state program
  - 16.1% decrease in the grandfathered Option II plan (total of 1,446 participants, or 4% of the total Medicare-primary population)
    - Option II plan participants continue to be encouraged to consider moving to an Advantage 65 Plan due to lower premium cost/larger risk pool, and minimal coverage difference
- Premium update
  - Overall premium for the Medicare-primary plans decreased by 8.2% for plan year 2018
  - Biggest driver of cost decrease was lower prescription drug costs
    - Formulary compliance
    - Use of generics
    - Low specialty drug utilization
- 2019 Rate Notification Packages to go out in November
  - Package will include 2019 Premiums
  - Annual Notice of Changes with updated prescription drug formulary provided by Express Scripts
  - “Medicare and You – 2019” provided by Centers for Medicare and Medicaid Services
- 2017 Medicare-Coordinating Plans Annual Report available in December



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